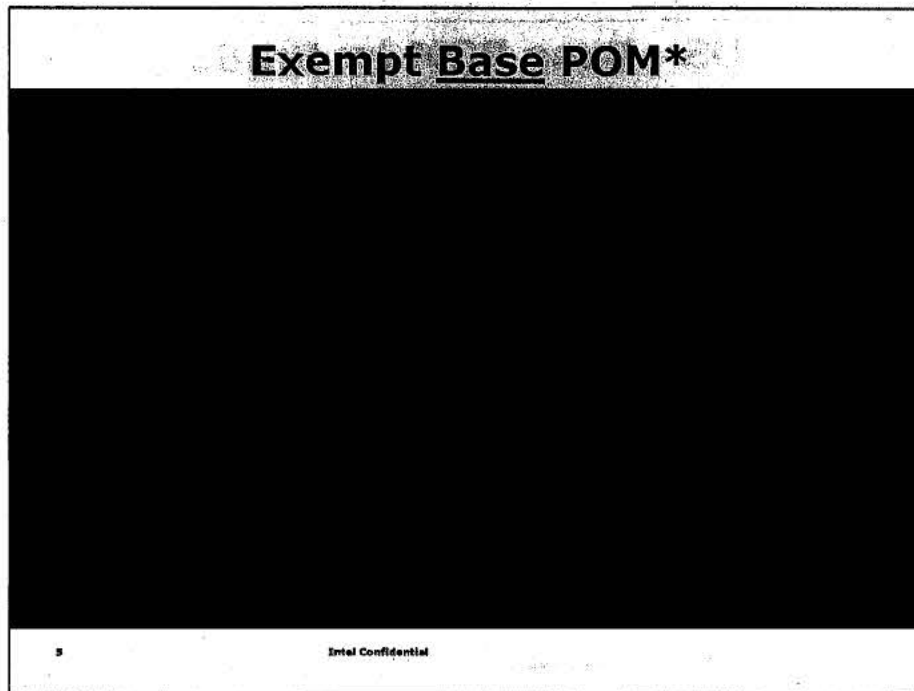


**EXHIBIT 2030, PART 3 TO
CISNEROS DECLARATION
REDACTED VERSION**



Israel T/O below the Israel market at 11% for overall business.
Change 5.9 to 6%



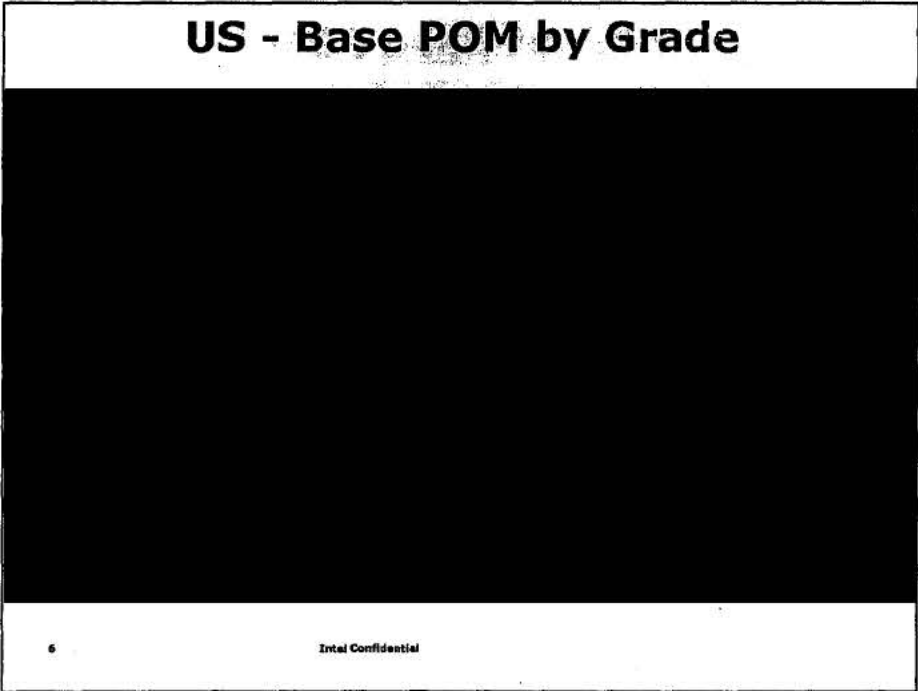
QUESTION:

Eng. Managers are benchmarked to the development eng.managers. Overall POM is higher than in FSM. Do we want position the eng. mgr to be as high as the product group

Position of Market = Intel divided by the Market

The market is the denominator, so you determine what is the % to Market.

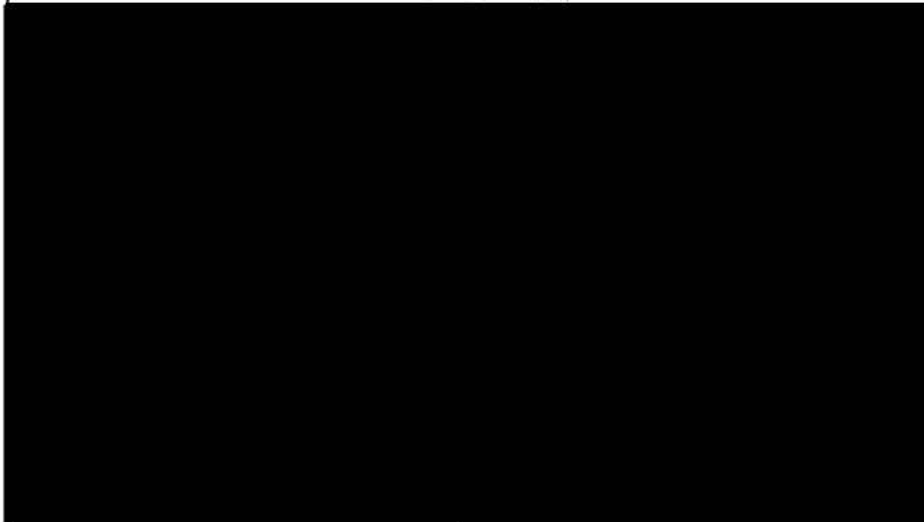
[REDACTED]



MatchedJobs	MatchedJobsPercent	MatchedEERPercent
993	0.965	0.786

T-Comp Companies
Radford – Primary (75%)
Chips – Secondary (25%)

Non-Exempt Base POM



7

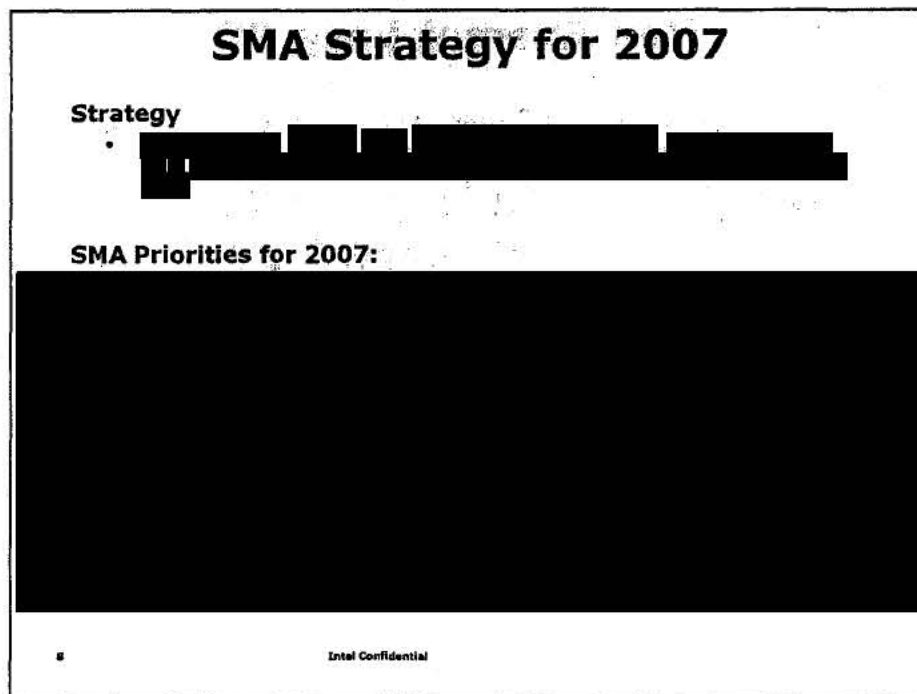
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When you look at Grade 53 for all of FSM- POM is 92%. Includes the Oregon Work Study technicians

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TMG Mfg. Groups

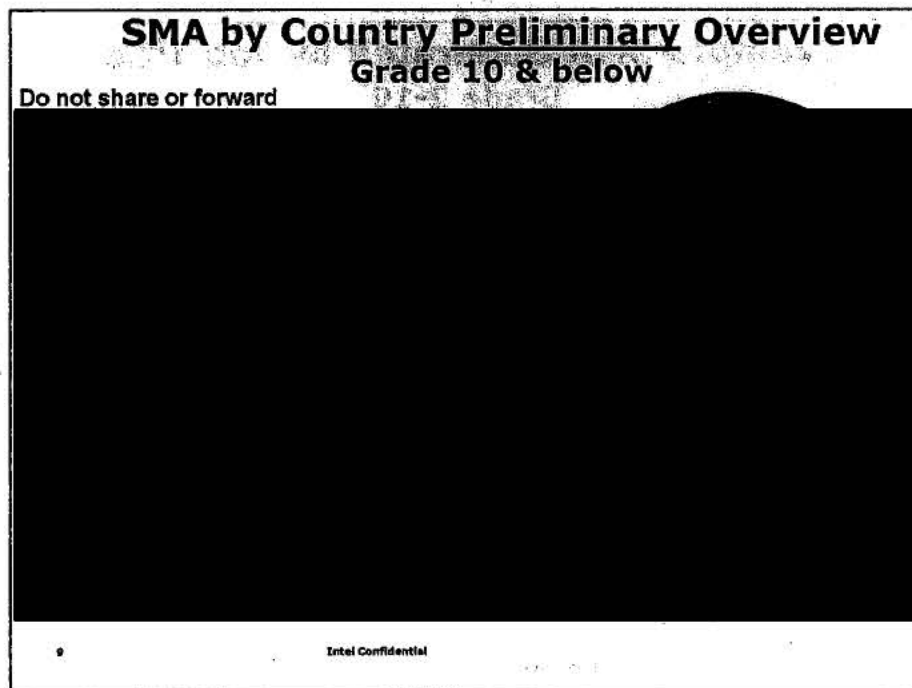
Exempts - from 40% in 2006 to 25% in 2007

Nonexempts – from 32% in 2006 to 13% in 2007

Change due to:

Reduced H/C (Flash)

The market gap was closed for many jobs as a result of identifying them as critical in 2006



Data pulled from the MDAT Employee List Report

In 2006, FSM



Exempts-SMA Generated by Job Title

Grade 2-10

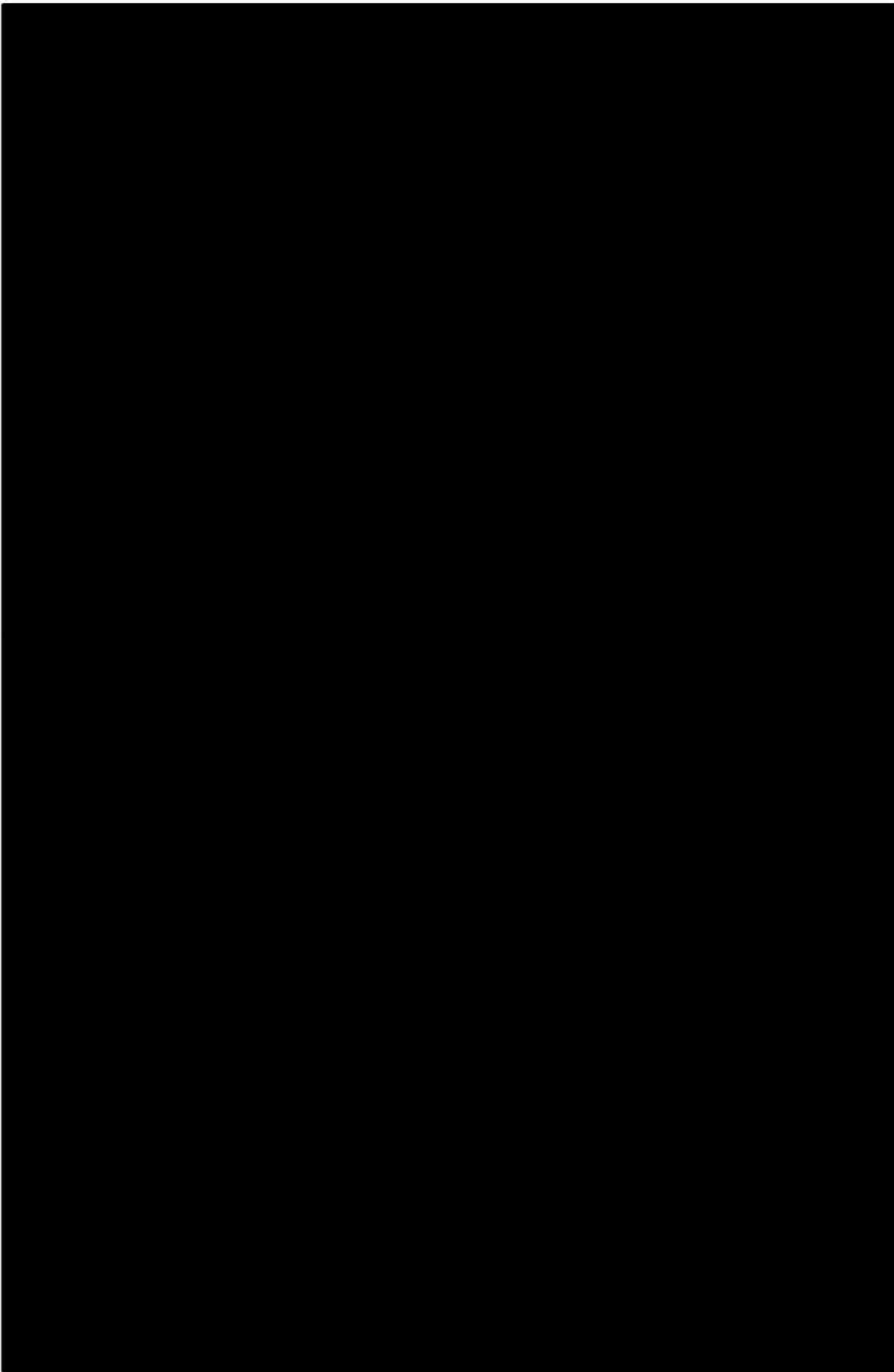
Do not share or forward

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US Only

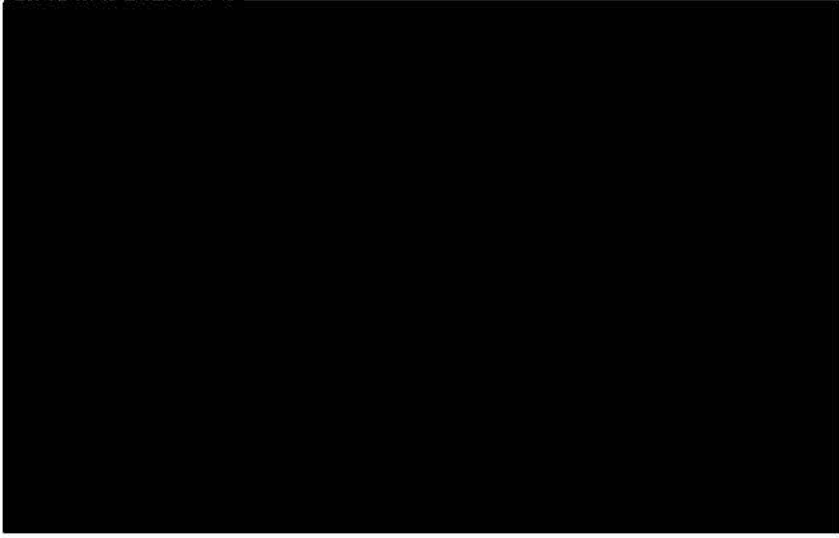
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

Job Title			
US		IR	ISR
MYS			
[REDACTED]			



Non-exempts - SMA Generated by Job Title

Do not share or forward



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[REDACTED]

Grade 11-13 SMA for 2007

Strategy:

Allocation Process:

- T-Comp Companies used as Benchmark
- Two Surveys used: Radford and Towers Perrin
- Final rate is a weighted average based on survey incumbents
- SMA analysis will be on BASE pay, T-cash used as a check only

EB Guidelines

Grade	Before	New
-------	--------	-----

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FSM Grade 11-12 Staff	
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Key Messages:

[REDACTED]

FSM Wrap Up

Focal

- **Merit: Same message as last year!**
 - Spend all your Focal budget
 - Apply Meritocracy
 - Promo your high performers
 - "Do the Right Thing"
- **Promotions:**
 - Would expect to see more promotions of your higher performers in the lower grades
 - Process Engineers Gr. 6, Automation Eng., Grade 3 and Eng. Mgr. Gr 6-9
- **SMA:**
 - Redistribute SMA to those higher performing employees who are paid below market goals.
 - No SMA increase to IR employees, BE's may be considered, but should be a lower priority
 - Improve market position for process and software engineers.
 - Do NOT share SMA information - "For Your Eyes" Only

Next Steps

- January Focal Kick-off
 - Review final budget and any key analysis with your staff

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Challenges facing FSM

Reduction of POR

Retention

Headcount reductions

Factory Roadmap

Productivity

Keeping employee motivated

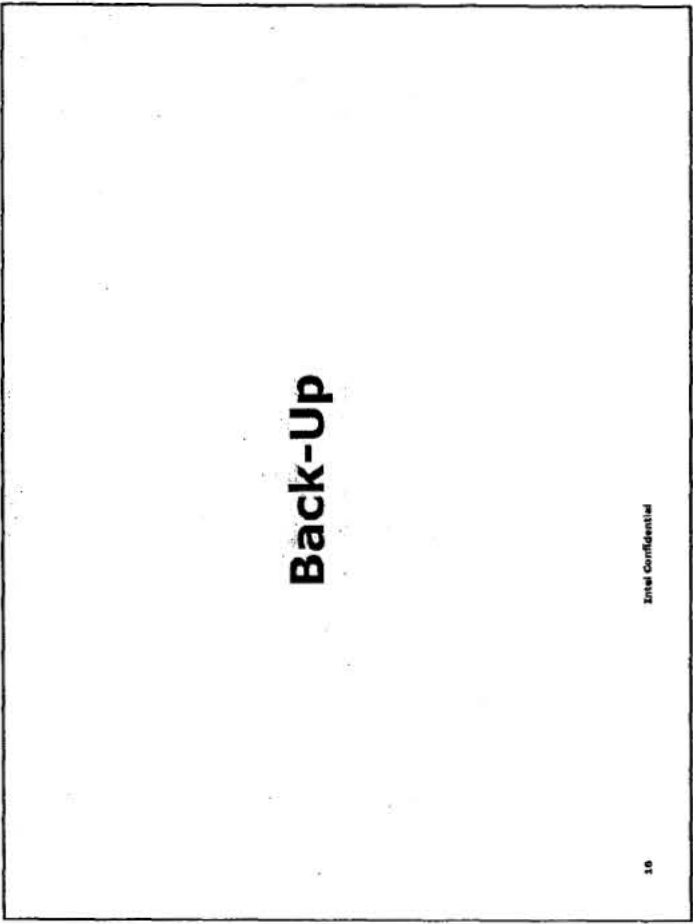
Sabbatical Coverage

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US T-Comp Competitors

US 2007 T-Comp Competitors



T-Comp Competitors: Companies against which Intel benchmarks compensation:

- 30 tech companies generally considered comparable to Intel
- Blend of semi, software, networking, communications, and diversified computer companies

Competitors may be modified by geo

- Based on local competition for talent

Competitor companies vary when offline surveys are used for specialized skills.

- Data is not available for special skills in our normal survey (ie: legal, vc, client managers, etc)

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CORE or BACK UP FOIL

T-Comp Changes in 2007

2006 Compensation Changes: Announced that Intel would improve our target for total cash pay from "average" to "above average", and deliver to that target over the course of 3 years. Inject additional focal budget (SMA \$) over 3 years to jobs that are below target, resulting in base + bonuses > market when Intel profitability matches or beats industry performance

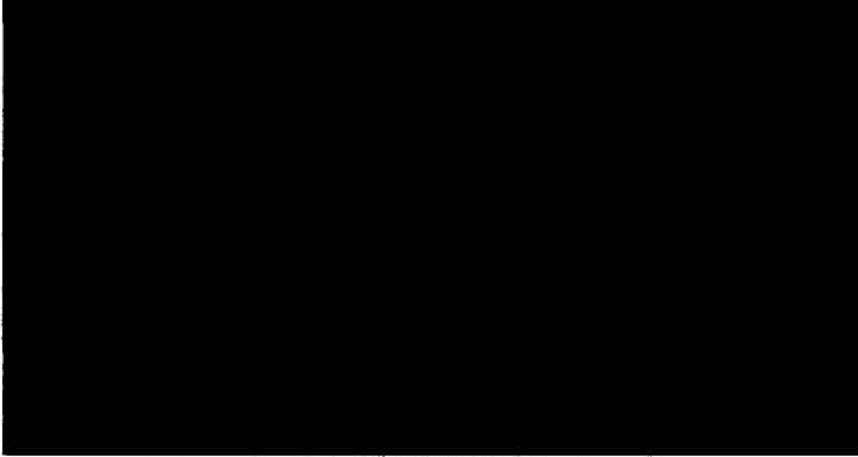
Program	What's Changing	Why?
<div></div>		

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Key Challenges

- Attracting and retaining talent in the midst of redeployment actions, while competitor companies continue to hire
- Low employee morale caused by SET actions resulting in reduced employee engagement
- Most markets are seeing increased demand for Engineers

T-Comp Changes in 2007		
Program	What's Changing	Why?
		
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US Salary Ranges				
Effective 1/1/07				
Grade	Average of New MinValue	Average of New MidValue	Average of New MaxValue	Average of Midpoint Move from old to new

Data pulled from Linda Lutter's excel file titled Salary Range Move Summary – Focal 2007

TIG by High Performers (US)

Key Messages:

Overall, excellent progress made last year promoting all grades. Majority of grades have TIG <1 year.

Grade 3 may be an opportunity to promote

Grade 54, 5 year + on the high end. Look to promote more.

- AZ = 74%
- CS = 36%
- MC = 33%
- NM = 84%
- OR = 41%

Opportunities:

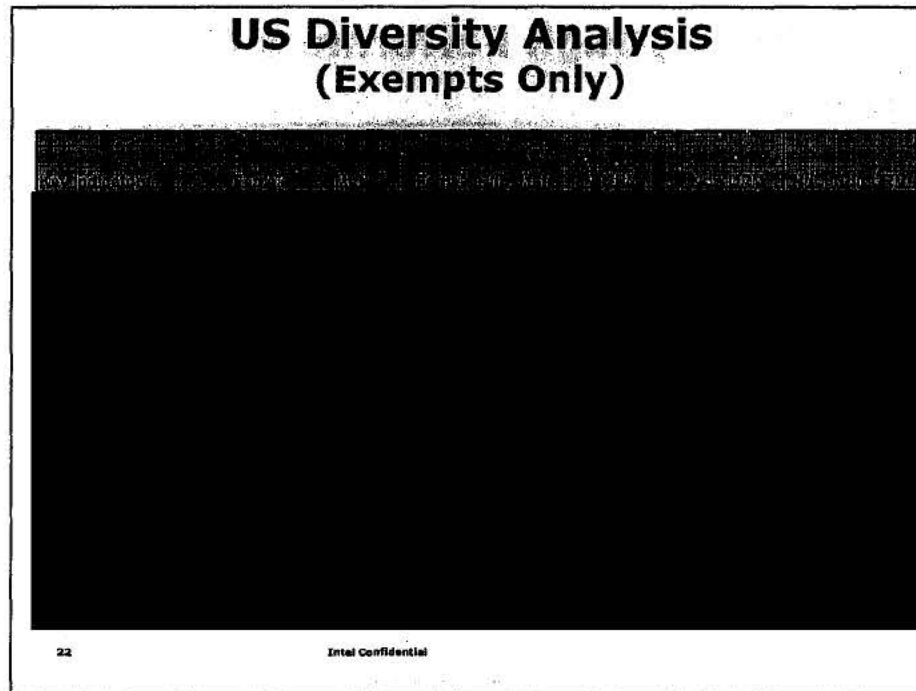
Do the Right Thing....Again

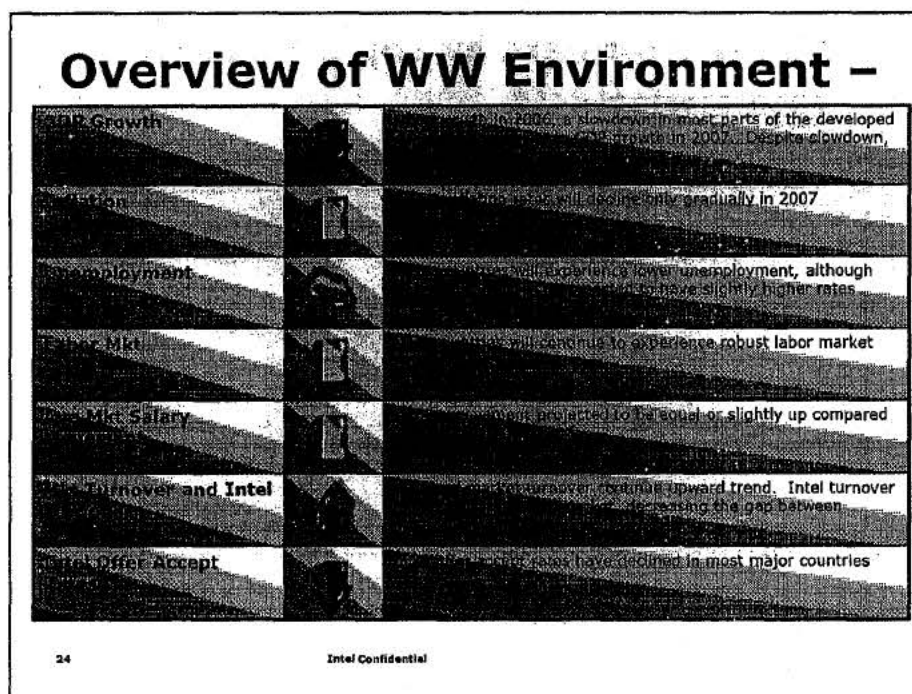
Spend all your promo dollars

Apply meritocracy

*Higher Performer=An employee who received an "O" or "EE" twice AND received Level 1 or 2 SOP Twice in the last 3 Focals.

Level 6	Total		% of Total	
	Promo/	Non-Promo	Focal	Pop.
	Increase Ratio	Total Employees	Promotions # of NE to Exempt Promos	

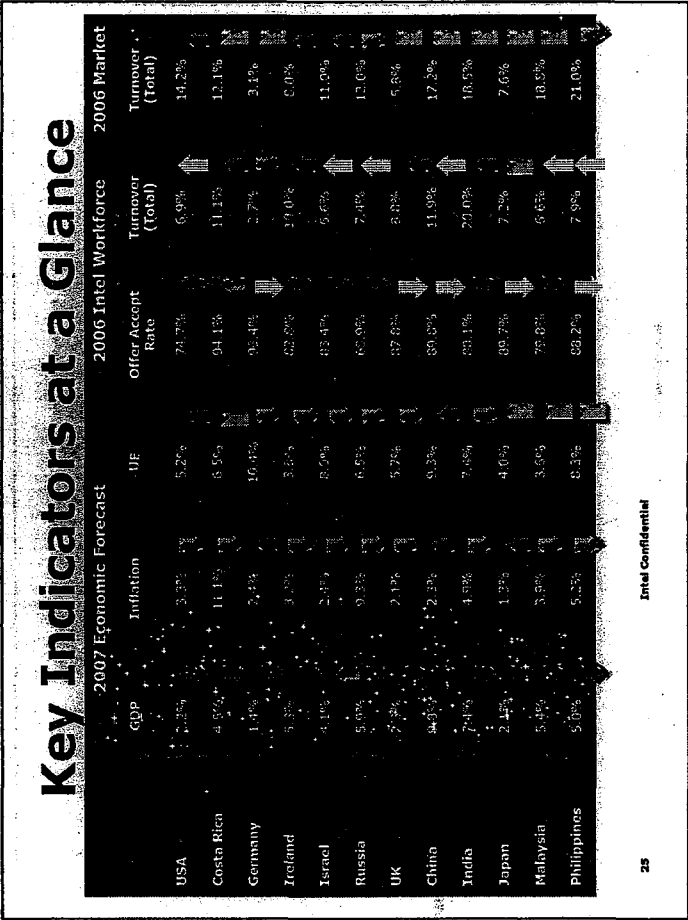




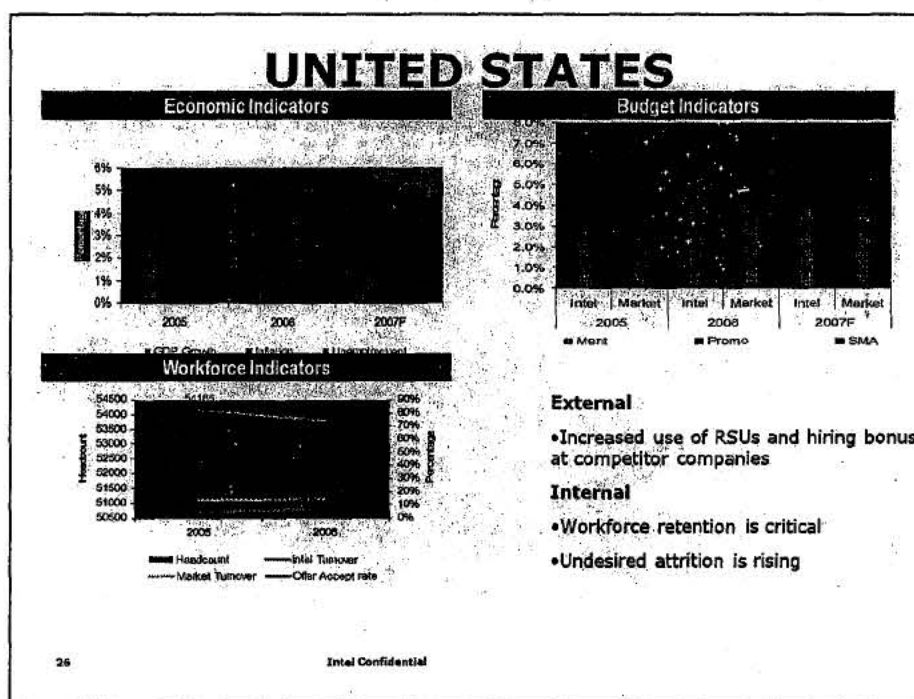
GDP Growth:

In terms of global GDP growth, 2006 will be an improvement on 2005, with the world economy now estimated to expand by 5.3% (measured using purchasing power parity—PPP—weights). But a slowdown in most parts of the developed world will reduce world GDP growth to 4.7% in 2007 and 2008. Economic expansion over the forecast period as a whole (2007-11) will average about 4.5% per year. While this is almost the same rate as in the previous five years, it is very strong compared with the long-run trend and reflects the increasing weight in the world economy of dynamic emerging markets. China and India, in particular, are helping to lift the global economy as they will continue to expand rapidly. Measured using GDP at market exchange rates (which gives greater emphasis to the OECD countries and reflects the exchange rates at which firms trade and repatriate profits), world GDP growth is forecast to slow from an estimated 4% in 2006 to 3.2% in 2007, a pace that will be maintained in 2009-11.

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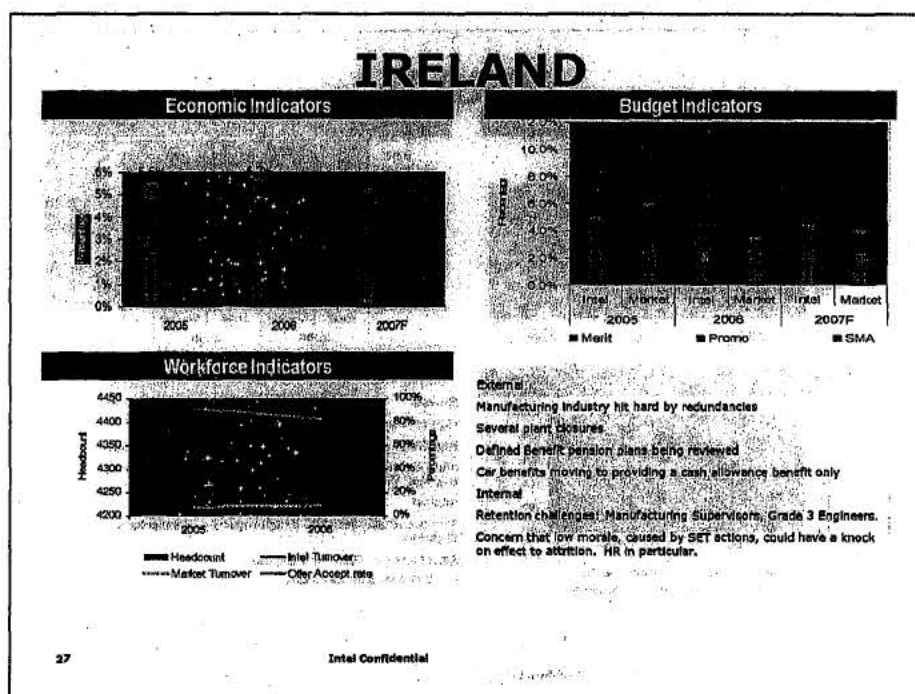


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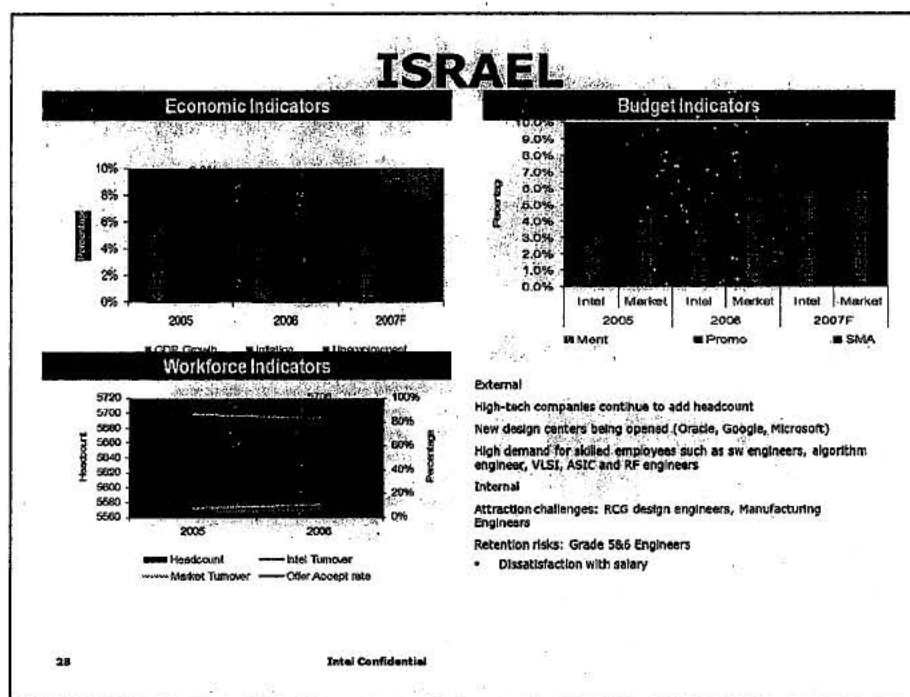


- Expectations are for a deceleration of U.S. economic growth in 2007, with some risk of recession present.
- Growth of U.S. labor force expected to be flat for next several years.
- More than half of leading technology companies are currently reporting normal to aggressive hiring patterns in the US
- Intel voluntary turnover is increasing and staffing indicators are deteriorating.

2030.124



- ▶ GDP growth to remain robust over the next year, although 2006 is expected to be the peak.
- ▶ Population growth to exceed that of most prosperous countries, aided by both natural growth and immigration from the EU and Eastern Europe.
- ▶ Manufacturing sector has flourished in recent years, but a pull-back is evidenced by numerous redundancy announcements
- ▶ Retention issues exist for Mfg Supervisors and Grade 3 engineers.



- ▶ GDP growth expected to slow as a result of the conflict in Lebanon, but it should pick back up in absence further deterioration in the security situation.
- ▶ R&D is the primary strength of its high-tech sector, due to having the world's highest proportion of engineers in the workforce.
- ▶ Labor force growth is strong, due to increases in female participation and strong immigration trends.
- ▶ Strong competition of labor and attrition risk among experienced engineers is high.

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US Focal Budget - Historical

Budget	2004	2005	2006	2007
Focal budget - MERT	3.0%	2.8%	3.8%	4.0%
Focal budget - PROMO/ADJ	0.7%	0.6%	1.1%	1.1%
Focal budget - SMA	0.3%	0.4%	2.2%	TBD
Focal budget - TOTAL	4.0%	3.8%	7.1%	TBD
Market salary increase - MERT	--	3.8%	4.0%	4.0%
Market salary increase - PROMO/ADJ	--	1.2%	1.4%	1.1%
Market salary increase - OVERALL*	--	4.3%	4.6%	4.8%

Actuals in Black

Estimates in Blue

Forecasts in Green

* As reported by Radford Surveys - not intended to be additive of Merit + Promo

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Ireland Focal Budget - Historical

Budget	2005	2006	2007
Focal budget - MERIT	5.0%	4.5%	4.5%
Focal budget - PROMO/ADJ	1.3%	1.1%	1.3%
Focal budget - SMA	4.0%	2.5%	TBD
Focal budget - TOTAL	10.3%	8.1%	TBD
Market salary increase - TOTAL	6.0%	3.6%	4.1%

Actuals in Black
Estimates in Blue
Forecasts in Green

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Israel Focal Budget - Historical

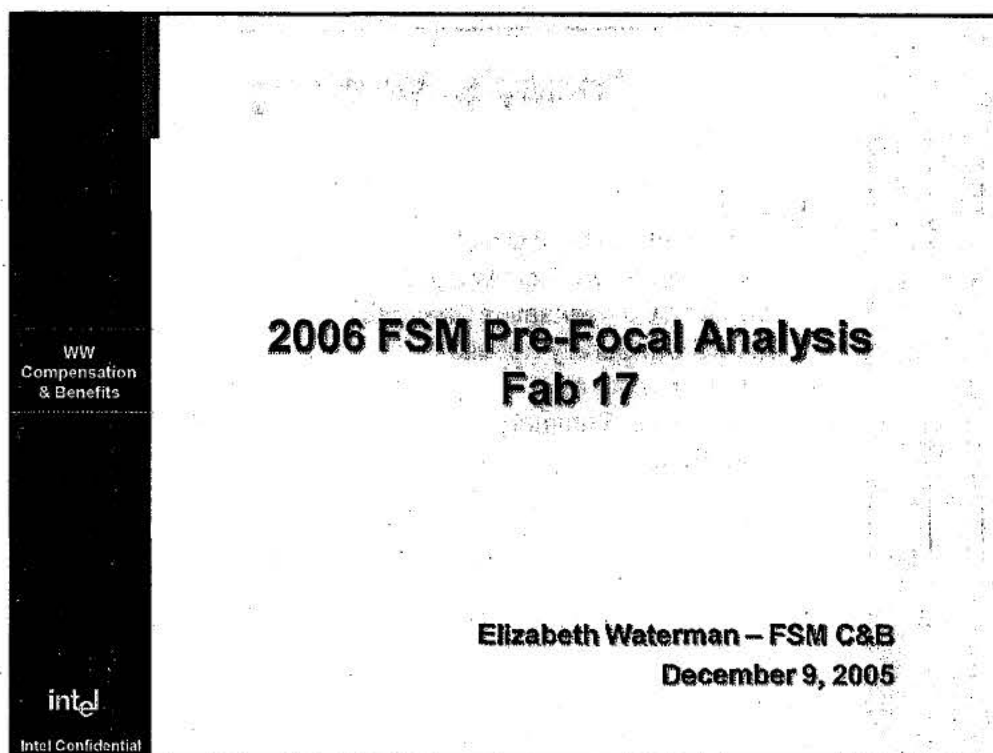
Budget	2005	2006	2007
Focal budget - MERIT	3.5%	5.0%	5.9%
Focal budget - PROMO/ADJ	1.0%	1.3%	1.3%
Focal budget - SMA	0.1%	2.3%	TBD
Focal budget - TOTAL	4.6%	8.6%	TBD
Market salary increase - TOTAL	5.0%	5.4%	5.9%

Actuals in Black
Estimates in Blue
Forecasts in Green

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Exhibit E

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Today's Meeting

Agenda

- FSM Focal Strategic Direction
- Preliminary 2006 Focal Budget
- Proposed Compensation Changes
- Special Cut Survey Results
- Position of Market
- "Good News" Summary
- Next Steps


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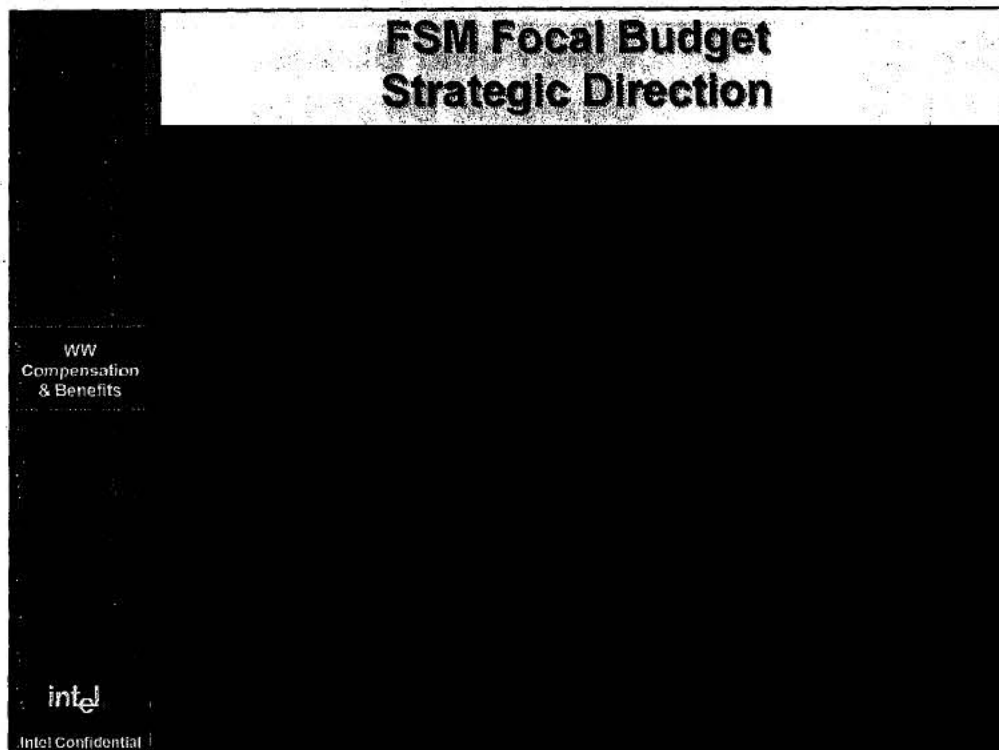
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Point 1:
Problem Statements

- **Employees are unhappy with total compensation**

We have listened to employees: Employees are saying that they are not satisfied with total compensation and they want Intel to do something differently. We know this through Org Health, F2F discussion and demographic data that ~60% of the population who have been at Intel for 5 years or less have seen little to no value from stock options. Employees have said, stock option value is not there, is Intel going to do something about it? This has led to a decline in employee trust.

We have listened to investors: Our investors want the highest gain possible from investing in Intel. Stock option expensing rules and internal controls to sustain stock value, have caused a need for many companies, including Intel to evaluate stock option program. We've determined that our stock option program as designed today must change.

To determine the appropriate solution to those problems, Paul Otellini lead a 9 month study to determine what the right total compensation solutions are to meet the needs of employees, investors and meet the needs for a growing global company. In that study we benchmarked 40+ company best compensation practices and surveyed 3000 Intel employees globally to determine their preferences in total compensation. Intel employees said they wanted competitive cash compensation and meaningful stock, with less pay at risk. What we concluded in the study is has resulted in our strategic direction.

Point 2:

- **We found that our compensation philosophy is sound:** Meritocracy and paying for individual and business performance and balancing employee and investor needs is still right for Intel's future.
- **But we need to do a better job at delivering compensation when we perform better than companies in our market.** We will do this by improving base pay so it matches market and ensure bonuses are greater than market when we perform
 - Actions we will take to achieve this goal is infusing more money into the focal budget process over the next 3 year to address gaps.
 - We will also make significant improvements to our stock plan by introducing Restricted Stock Units to all countries where feasible. There is a definition of Restricted Stock Unit below, but I will provide more information about restricted stock units in the upcoming foils.

Although the programs were evaluated through the 9 month study, there will be **no changes** to Employee Bonus, Employee Cash Bonus Program, or Stock Purchase Plan at this time.

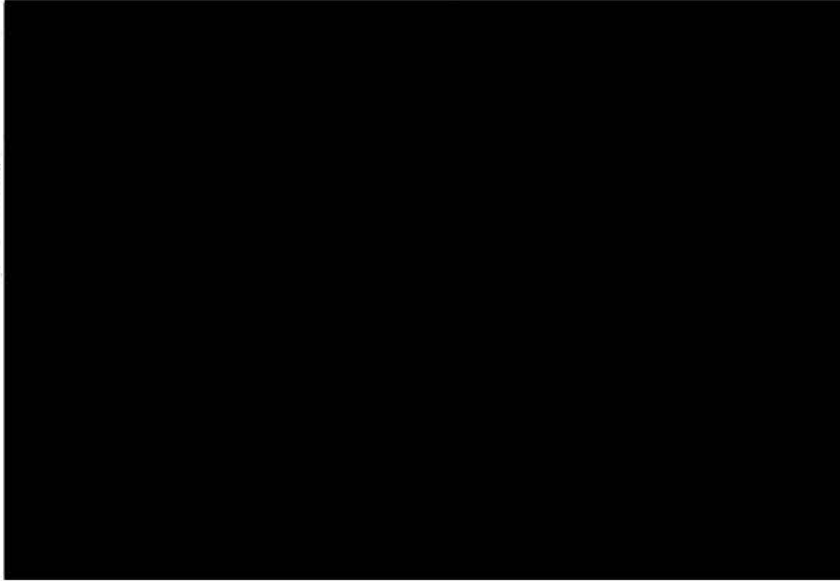
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FSM Focal Budget Strategic Direction



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FSM WW Focal Budgets								
FSM	05 Hdent	05 YTD Turnover	Pre-Focal POM Base	Pre-Focal POM T- Cash	Merit Market Mvmt	Intel Merit	Intel Promo	Intel Focal Budget
USA	10,374	3.8%	97%	101%	3.8%	3.8%	1.1%	4.9%
Ireland	3,608	7.1%	95%	101%	4.5%	4.5%	1.1%	5.6%
Israel	2,155	4.8%	86%	101%	5.0%	5.0%	1.2%	6.2%

WW Compensation & Benefits

Key Messages:

- Preliminary budget, subject to change.**
 - Final approval in December MCM meeting WW51 and PSO WW52
- 2006 Budget process simplified due to T-Comp Design**
 - Merit budget to move equal to market.
 - Israel TMG budget is aggressive within the market movement range and is aligned with the R&D market movement in Israel
- Promo budget based on historical promo rates & pay delta per grade**
 - Change from last year; prior years based on affordability
- \$100M WW SMA, year one of three, to support T-Comp design**

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Total US FSM Promo spends = \$8.3M
 FSM will spend \$2.3M additional promo dollars
 ~1400 additional employees will be evaluated for promotion
 Addresses OHS survey feedback and concerns with grade level equity/pay and promotion opportunities.

External Data Sources:

Chips Pulse Quarterly Trend Survey (1st and 2nd bullets on hiring)
 Radford QSIT Quarterly Trend Survey (3rd bullet on attrition)
 Chips Trend Analysis for All Industries (STI)

Hiring rates and turnover rates, continued to rise in 2005. However, turnover continues to match (or exceed) hiring, resulting in no change in overall employment.

More companies are going back to normal hiring

34.7% companies reporting normal hiring from 29.0% a year earlier. Of T-Comp companies 62.5% report hiring replacements and critical hires, 29.2% report normal hiring.

Few hiring restrictions have been implemented in 2005. Only 17% reported some form of hiring freeze in Q3 2005 (as compared to 32% in Q4 2004).

Companies project a slightly higher employment level at the end of 12 months as compared to today.

Attrition, especially voluntary turnover, continues to climb.

Reductions in Force (RIF), which spiked in Q1, continue at the relatively steady pace of 20% of firms per quarter announcing a RIF.

Use of short term incentives is increasing. More employees received awards (64.6% vs 58.3%) and the average award increased from 7.6% to 8.9% of base pay. Participation and award size is increasing at all levels. Target award values are constant year to year (9.4% vs 9.2%). The increase is actual award value is related to firms performing well against their incentive plan goals (versus an increase in target awards).

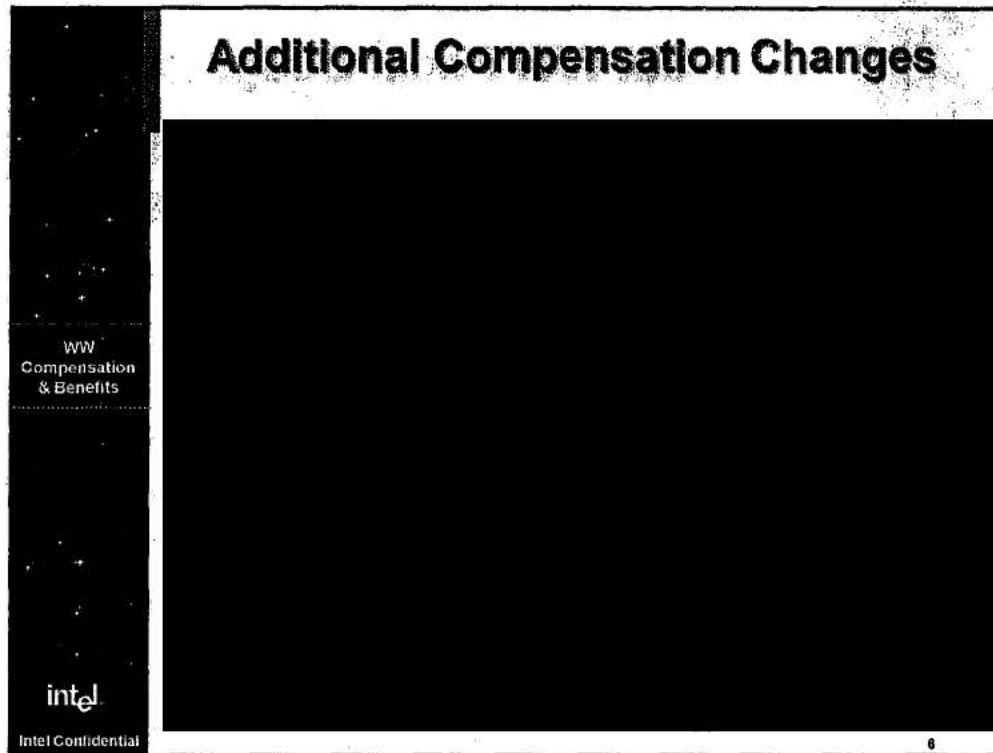
HC Growth:

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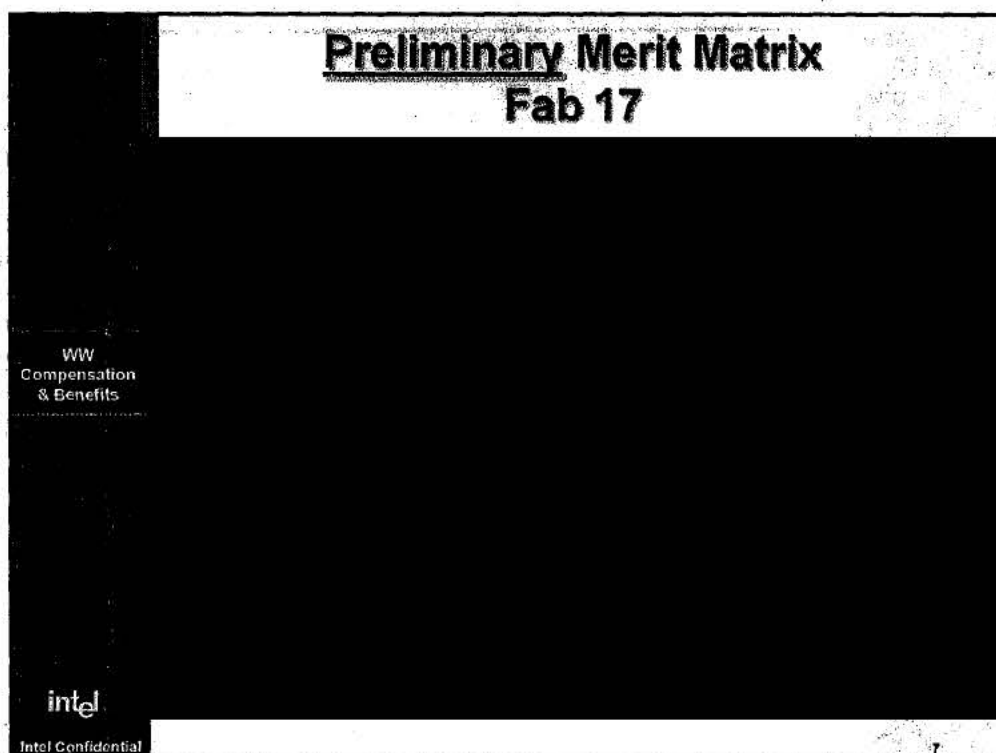
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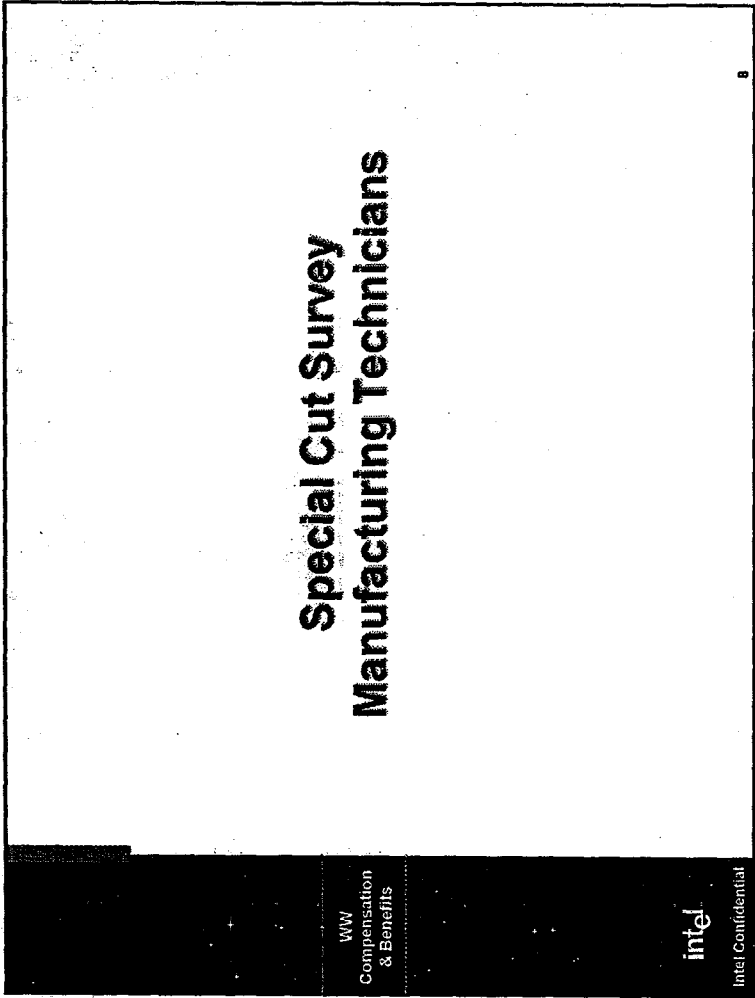
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Manufacturing Tech Salary Survey

Background:

- Fab 17 is ramping up to achieve increased production goals. Low accept to offer rates have caused management concerns regarding Intel compensation for Manufacturing Technicians.

Survey Purpose:

- Fab 17 requested C&B to conduct a special cut survey for the New England region to ensure Intel compensation is competitive.

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Survey Methodology/Challenges

- **Methodology:**
 - Select companies chosen for special cuts of both Radford and CHIPS surveys by Feb 17
 - Radford: National and Regional cuts (primary survey)
 - CHIPS, National, Regional, and Special / Select company cut
 - Special cuts compared to Regional and National data for each survey
- **Challenges**
 - Radford: No special cut data available.
 - Many of the companies chosen by Feb 17 did not have enough incumbents to be statistically valid.

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Market rates below are highly confidential. Please do not share this information.

National vs. Regional Rates

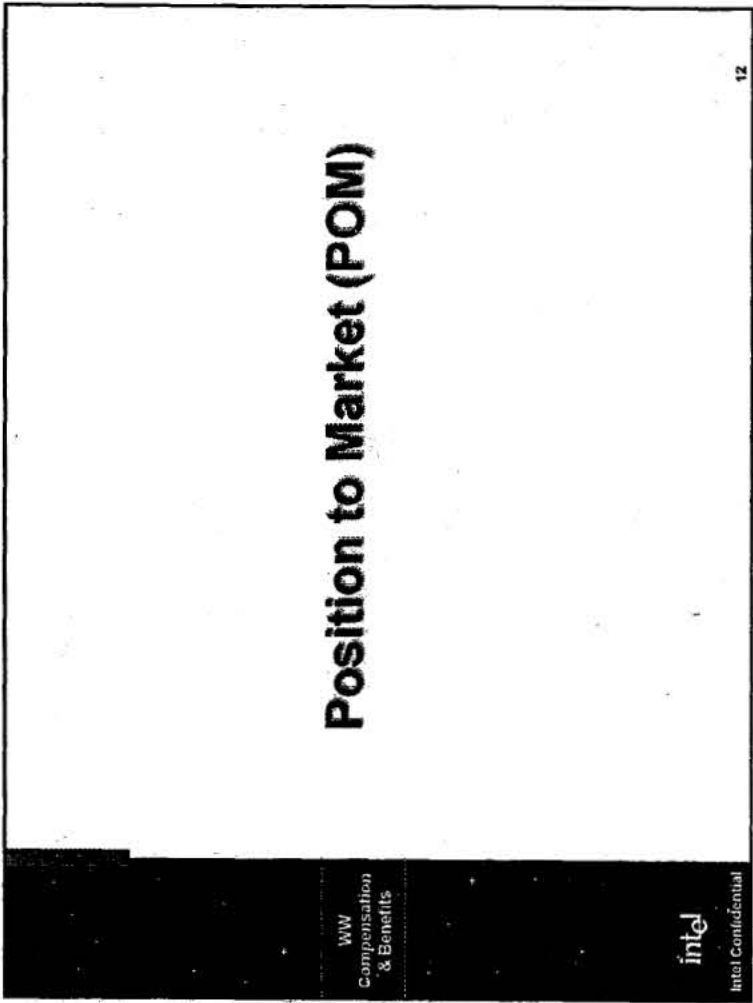
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Fab 17 Environment Scan					
WW Compensation & Benefits		Non-Exempt G53-57	Exempt G3-10	F17 Total	FSM WW
					TMG WW
	H/C (current)	66%	97%	94%	
	TIG (Avg. Yrs)	3.5	3.3	3.3	
	Turnover			4.5%	
	Offer to Accept	82% = G53-54 71% = G55-56	88% = G2-5 100% = G7		
	Base Pay POM	107%	107%	107%	
	T-Cash POM	110%	113%	111%	
	T-Cash POM By Performance	HP = 103% AP = 113% LP = 111%	HP = 113% AP = 114% LP = 100%	HP = 107% AP = 111% LP = 110%	
	2005 Promotions Does not include MY	12.5%	12.3%	13%	
intel Intel Confidential	Salary Ranges	44% = Q4/5	24% = Q4/5	38% = Q4/5	
	Highest Grade %	G55 (41%)	G6 (25%)	N/A	
13					

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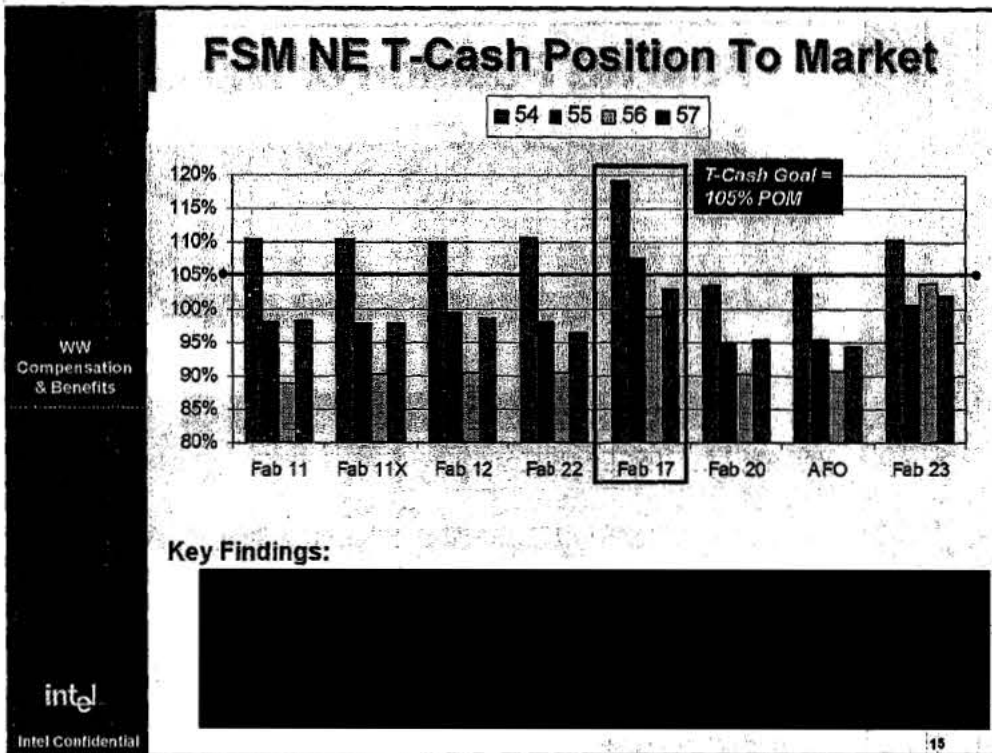
US FSM Exempt								
<u>T-Cash</u> Position to Market (POM)								
Assumptions 3.8X EB and 7% for ECBP								
T-Cash	New Mexico		Arizona		MA	Oregon		CO
Grade	Feb 11	Feb 11X	Feb 12	Feb 22	Feb 17	Feb 20	AFO	Feb 23
H/C	552	606	564	382	279	279	142	256
								3269
Key Findings:								

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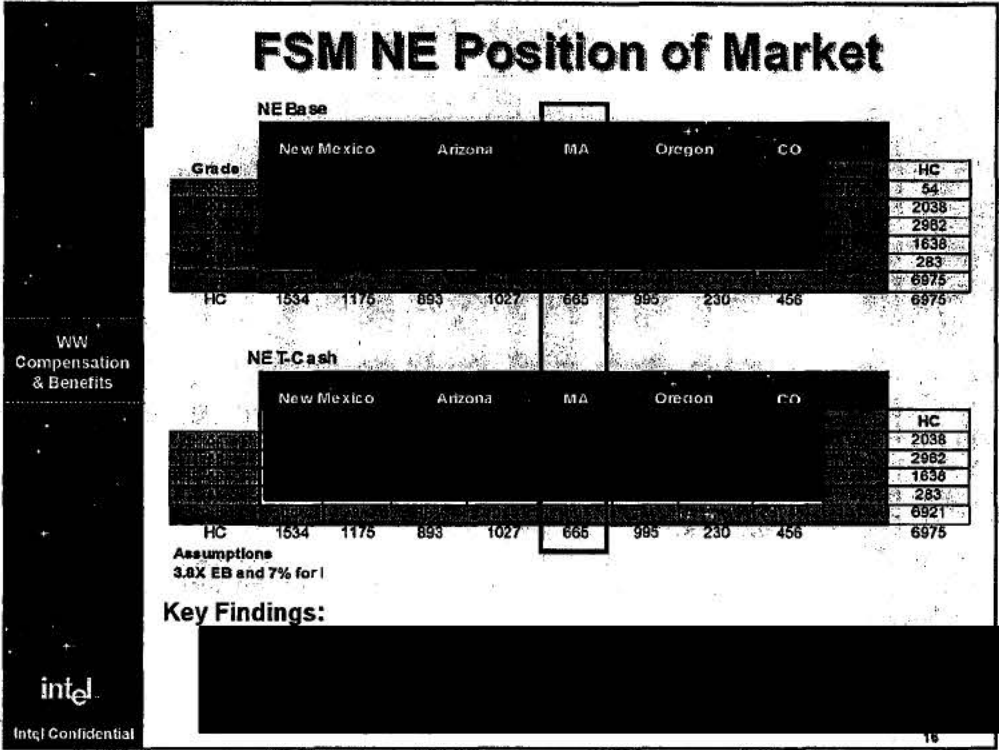
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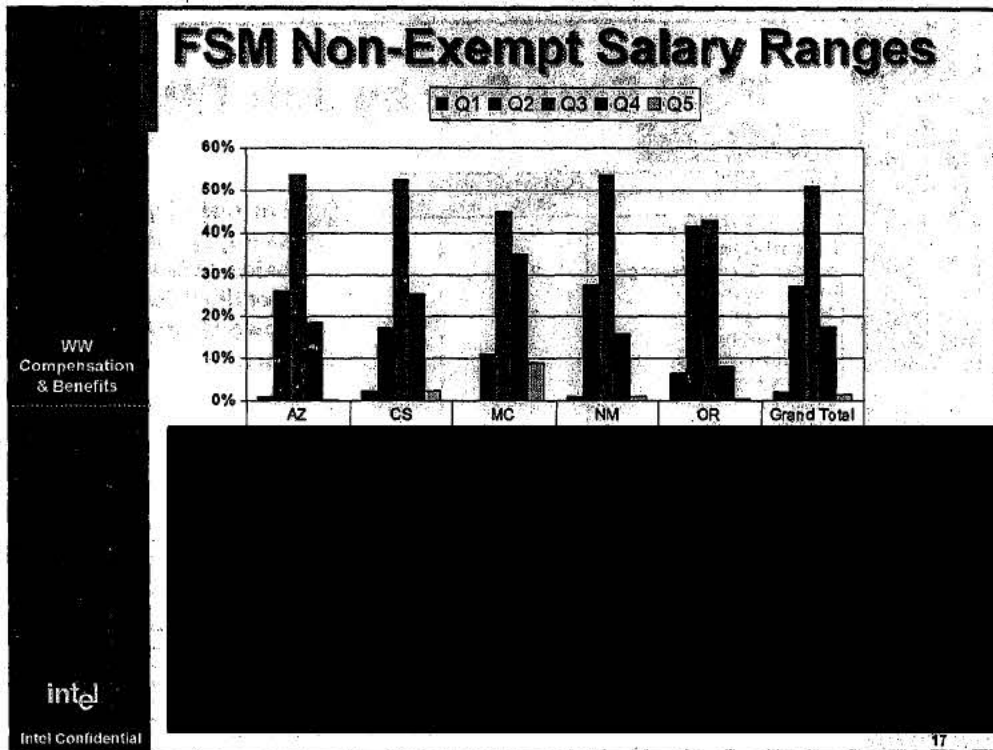
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Massachusetts population



If spend to the Focal Tool merit recommendations, rank groups may have excess money available



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POM Base Pay by Job Titles

Exempts

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Non-Exempts

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“Good News” Summary

- Completed Special Cut survey for based on Feb 17 criteria
- Moved to national market rates for some technicians to be competitive.


Pending Approval

- Non-exempt salary ranges may increase:
 - In MA, the G57 issue will be addressed and reflect higher compensation than other sites.
- Merit budget increased from last year by 1%.
- Promo budget almost twice as much as last year.
 - Do the Right Thing
- SMA budget will be three times larger than last year.
 - Use dollars to close the gaps to improve base market position for both exempts and non-exempts.

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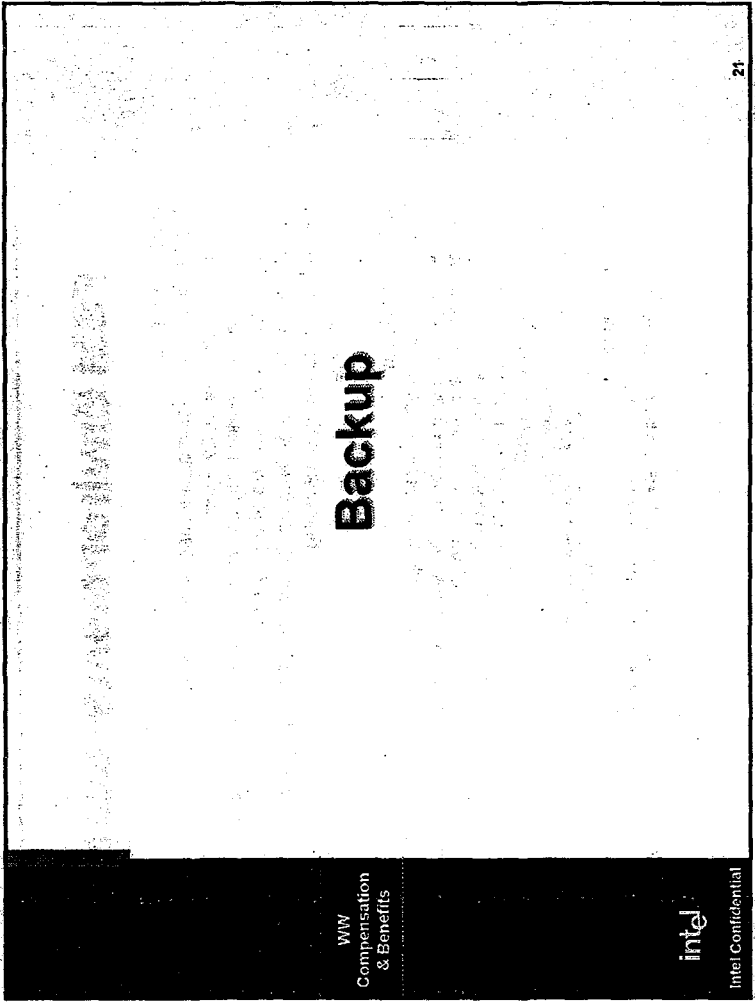

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Next Steps

- **C&B**
 - MCM Ratify and PSO to approve budget (WW51-52)
 - Approve SMA recommendations
 - Approve Non-exempt salary range recommendations
- **F17**
 - Develop strategy for moving long-term TIG employees to next grade.
 - Continue to partner with Staffing:
 - Pre-screen compensation prior to interviewing candidates.
 - Confirm candidates are offered the right grade level to match their experience.
 - Continue to monitor accept/reject rates.

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FSM Environmental Scan

Beat on the Street

- Frustration over small merit increases, variable pay
 - Billion \$ revenues vs. 2% merit
 - Not valued or rewarded for hard work through merit and promotions
- Managers frustrated with loss of equity line
- Job dissatisfaction due to time constraints on critical projects
- Focal process to timing consuming
- Work/Life balance

FSM Data Analysis

- Significant Growth in AZ, New Mexico ramps up in 2006
- Turnover: Overall, holding steady at 4.7%, and below Intel's goal of 5.8% and market. Need to watch Ireland for any trends. Currently at 7.1%
- TIG: Focus Area for Promotions/Growth
 - Grades 5-6 across FSM; Grade 54-55 in AZ.
- Diversity: Overall, quite healthy
- Hiring: Offer/Accept ratios healthy
 - Reasons for offer decline show issues with Compensation
 - Lower accept rates in Feb 17 & Feb 23 for grades 55-57
- Grade Distributions:
 - Exempts behind TMG grade distribution, opportunity for growth
 - 300mm factories moving to higher grade distribution. Significant shift to reduce lower grades.


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Compensation Benchmarking Process

3rd Party salary surveys are used as primary data source, Intel administered surveys used as supplements.

- 3rd Party Surveys: Standardized job descriptions & leveling criteria. Participants are typically our major competitors. Data is received by grade, jobcode and by region (OSV, SV, Ireland, etc)
 - US: Radford & CHIPs
 - Asia: Mercer
 - Emerging Markets: Jobs are not always standard across industry, few jobs are matched, participants vary and many competitors do not participate

• **Timing:**

- March – Match Jobs/Submit Market Data
- Oct – Receive Market Data from Survey Sources
- Oct/Nov – Analyze for Focal Budgeting Process

Example:

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Purpose: Compare Intel pay rates to Market
 Identify gaps and areas of concern
 Fund budgets to close gaps

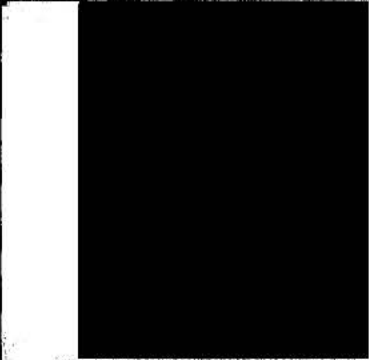
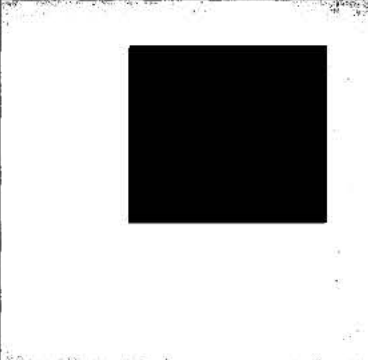
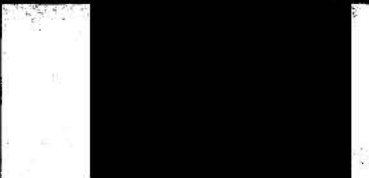

Market analysis is an "Art", not a "Science", although it is based on data
 Quality & reliability is dependent on job matching process and competencies of our non-Intel colleagues
 "Market average" = range of performance, experience levels, and management discretion applied to individuals

Each year, Compensation evaluates which competitors best represent our market:

- Leading, proven technology companies
- Competitors for people & products
- Competitors with comparable HR programs, jobs and business environment

Validate list annually to ensure a relevant mix of competitors across our business segments
 Blend of semiconductor, software, networking, and diversified computer companies

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2006 T-Comp Competitor Companies	
Semiconductors	Software/Cloud/Peripherals
	
	

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* Added for 2006; Dropped

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Added more semiconductor companies to reflect our businesses

No companies removed from list

Generally we don't compare ourselves to small companies (those with less than 1,000 employees):

- the job scope and complexity does not compare to Intel's jobs
- they may pay a premium for some individuals or jobs that are particularly critical to their companies' success and is not representative of a broader market
- we compare to other companies that provide a similar array of t-comp programs (e.g. versus trying to compare our stock plan to a pre-IPO situation)

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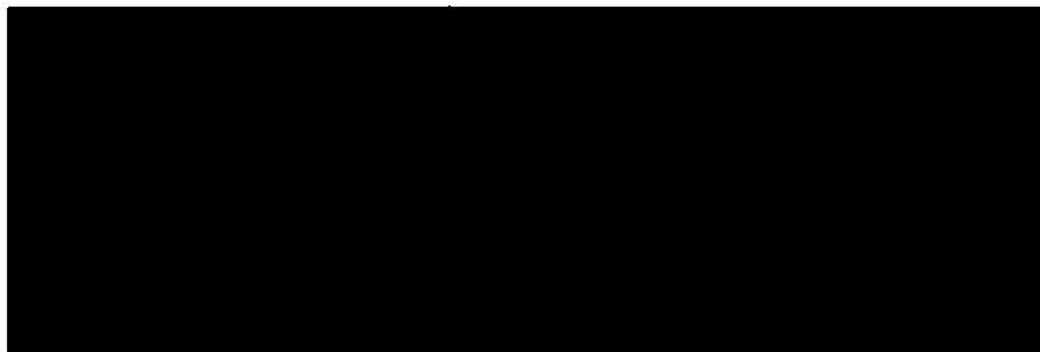
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US Proposed Budget

[illegible]

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Ireland/Israel Proposed Budget									
Country	2006 Intel Projections				Key Criteria	Market Forecast			
	Actual	Projected	Target	Delta		Actual	Projected	Target	Delta



Country*	USA								
Intel									
Market		Flat	14.0% / 11.9%	3.7%	4.3%				
Country*	Ireland								
Intel									
Market		Flat	7.0%	3.5%	4.5%				
Country*	Israel								
Intel PG									
TMG/FES	3,319	Ramp	%	PG 4.5%	PG 2.5%	\$ 100	90.5%	105.2%	\$6.2
Market		Growth	7% / 8.0%	TMG/FES - 4%	TMG/FES - 5%				

External Data Sources:

Chips Pulse Quarterly Trend Survey (1st and 2nd bullets on hiring)

Radford QSIT Quarterly Trend Survey (3rd bullet on attrition)

Chips Trend Analysis for All Industries (STI)

Hiring rates and turnover rates, continued to rise in 2005. However, turnover continues to match (or exceed) hiring, resulting in no change in overall employment.

More companies are going back to normal hiring

34.7% companies reporting normal hiring from 29.0% a year earlier. Of T-Comp companies 62.5% report hiring replacements and critical hires, 29.2% report normal hiring.

Few hiring restrictions have been implemented in 2005. Only 17% reported some form of hiring freeze in Q3 2005 (as compared to 32% in Q4 2004).

Companies project a slightly higher employment level at the end of 12 months as compared to today.

Attrition, especially voluntary turnover, continues to climb.

Reductions in Force (RIF), which spiked in Q1, continue at the relatively steady pace of 20% of firms per quarter announcing a RIF.

Use of short term incentives is increasing. More employees received awards (64.6% vs 58.3%) and the average award increased from 7.6% to 8.9% of base pay. Participation and award size is increasing at all levels. Target award values are constant year to year (9.4% vs 9.2%). The increase in actual award value is related to firms performing well against their incentive plan goals (versus an increase in target awards).

HC Growth:

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U.S. External Environment*				
WW Compensation & Benefits	Annual Compensation Increase	3.0%	3.7%	3.3%
	Long-Term Incentive Compensation	1.9%	3.5%	2.7%
	Health Insurance	6.0%	5.6%	5.0%
	Life Insurance	3.8%	3.9%	3.7%
	Retirement Savings Plan	3.1%	3.5%	3.7%
	Other Compensation	2.0%	3.6%	3.6%
	Global Payroll	1.00	1.00	1.00
	Global Payroll	1.00	1.00	1.00
*Centrally collected data: all cells except those coded in yellow				

Question on currency devaluation / appreciation: put the note
Collect data: Mercer in GAR
US: Radford
ISR: from internet
Delete currency devaluation

RTG Rates

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[REDACTED]			
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]			
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]			

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Question on currency devaluation / appreciation: put the note

Collect data: Mercer in GAR

US: Radford

ISR: from internet

Delete currency devaluation

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POM by Performance

Non-Exempts			
Grade	HP	AP	LP

Exempts			
Grade	HP	AP	LP

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Salary Range Breakdown							
Count of Qrt/Current		Qrt/Current					Grand Total
Site	Grade	Q1	Q2	Q3	Q4	Q5	
MC	3		8	22	2		32
	5	1	22	31	20	1	75
	6		7	47	20		74
	7		14	31	19		64
	8		3	19	7		29
	9		4	12			16
	10			3			3
	53			8	7		16
	54	1	31	122	68	21	242
	55		27	121	93	19	260
	56		12	39	54	19	123
	57		1	8	13	5	25
MC Total		2	129	463	303	62	959
Grand Total		2	129	463	303	62	959

Massachusetts population

[REDACTED]

If spend to the Focal Tool merit recommendations, rank groups may have excess money available

[REDACTED]